

## **GREAT COLLEGES TO WORK FOR 2019**

### **ModernThink Higher Education Institution Questionnaire<sup>®</sup>**

The Institution Questionnaire (IQ) is completed online and can be accessed during the entirety of the two-month assessment period. While some of the requested data mirrors information from other data collection processes (e.g. IPEDS), the IQ also provides a unique opportunity for each participating school to put its best foot forward by adding context and detail to its special and differentiating qualities. Sections of the audit include:

<b>Institution Overview</b>	<b>Compensation</b>
<b>Contact Information</b>	<b>Diversity</b>
<b>Mission, Values, Ethics</b>	<b>Retention</b>
<b>Compliance</b>	<b>Communication Practices</b>
<b>Background Information</b>	<b>Community Service and Sustainability</b>
<b>Human Resources Metrics</b>	<b>Differentiating Qualities</b>
<b>Professional Development and Training</b>	<b>Institution Leadership</b>

#### **Sample Questions from the Institution Questionnaire:**

1. Does your institution have a formally documented Vision and/or institutional Mission Statement? If so, please describe.
2. Composition (by number) of Senior Leadership / Executive Committee by Gender.
3. What is the average annual salary for:
  - Non-exempt employees?
  - Exempt employees?
  - Faculty?
4. Please provide information regarding the following programs and benefits:
  - a. Employee Assistance Programs
  - b. Paid Maternity Leave
  - c. Retirement Programs or Services
5. Please provide information regarding your healthcare offerings and insurance benefits.
6. Does your institution offer a sabbatical program? If so, please describe.
7. What is the average number of Training and Development hours completed annually for Faculty?
8. Please provide information regarding the following programs and practices:
  - a. Institution Newsletter
  - b. Employee Suggestion Box / Innovation Programs
  - c. Regular Employee Surveys
9. Please describe any Leadership Development Programs or special practices tailored for those in leadership positions.
10. Please describe any additional defining or differentiating elements of your culture.